

# CITY OF LODI

## COUNCIL COMMUNICATION

AGENDA TITLE: Approval of Special Allocation Request Lodi/Stockton Fire Academy

MEETING DATE: February 5, 2003

PREPARED BY: Michael Pretz, Fire Chief

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RECOMMENDED ACTION: That Council approves \$49,500 from contingency funds to continue firefighter academy training.

BACKGROUND INFORMATION: The Lodi Fire Department has a history of providing a fire academy for newly hired firefighters. During a fire academy firefighter recruits learn basic essential firefighting skills. In prior years the Lodi firefighters were trained through a 10 week in-house fire academy. The in-house academy required the full time services of the department's Training Officer as well as other members of the department. The cost of the in-house fire academy was \$45,980 or \$9,196 per student. In May 2002, the Lodi Fire Department and the Stockton Fire Department held the first joint fire academy. This fire academy is a 14-16 week long training program for new hires.

The costs associated with joint participation lowered the overall cost of this necessary training to \$31,520 or \$6,304.13 per student, a savings of over \$14,460. The Lodi Fire Department was able to obtain additional training for its members at either minimal or no cost. These classes included trench rescue training and hazardous material training. After evaluating costs associated with an in-house academy or accepting the offer to jointly participate with the Stockton Fire Department, Lodi Fire Department staff decided to enter into a joint participation arrangement.

In addition, the Fire Department is a member of the State of California Joint Apprenticeship Committee and some costs are reimbursed to the department. During the last academy the department was eligible for \$7,700 in reimbursements.

With the retirement of three firefighters in 2002 and previous approval to hire three firefighters in 2002, the department will again send the new firefighters to the joint academy in March 2003. The three new firefighter positions will bring to six of the ten firefighters necessary for re-establishing an engine company at Station #1. The cost of sending the six firefighters to the Stockton Academy is \$27,000. Total cost to the City of Lodi is \$49,500. Total cost to the City of Lodi for an in-house academy would have been over \$101,156.


APPROVED: \_\_\_\_\_

H. Dixon Flynn -- City Manager

# CITY OF LODI

## COUNCIL COMMUNICATION

FUNDING: \$22,500.00 May 26, 2002 to August 23, 2002  
\$27,000.00 February 2003 to May 2003  
\$49,500.00

  
\_\_\_\_\_  
Michael E. Pretz  
Fire Chief

  
\_\_\_\_\_  
Vicky McAthie  
Finance Director

APPROVED: \_\_\_\_\_

  
\_\_\_\_\_  
H. Dixon Flynn -- City Manager

## INVOICE



CITY OF STOCKTON (425 N EL DORADO ST  
STOCKTON, CA 95202

CITY OF STOCKTON - FINAR  
REVENUE SERVICES DIVISION

(209) 937-8297

Stockton



TO: LODI CITY OF *Fire*  
LODI ~~POLICE~~ DEPARTMENT  
230 W ELM ST  
LODI, CA 95240

INVOICE NO: 84137  
DATE: 10/31/02

CUSTOMER NO: 21913

CUSTOMER TYPE: RC/ 21913

QUANTITY	DESCRIPTION	UNIT PRICE	EXTENDED PRICE
1.00	FIRE DEPT TRAINING SVCS FOR CITY OF STOCKTON FIRE DEPARTMENT TRAINING OF FIVE LODI FIRE RECRUITS IN THE AMOUNT OF \$4,500.00 EACH. THE RECRUITS ARE A AYERS, E CAHUE, B QUAGLIA, T WAGNER, AND M VANGUILDER JR FROM THE LAST ACADEMY WHICH WAS CONDUCTED FROM MAY 26, 2002 TO AUGUST 23, 2002.	22,500.00	22,500.00

TOTAL DUE: \$22,500.00

PLEASE DETACH AND SEND THIS COPY WITH REMITTANCE

DATE: 10/31/02

DUE DATE: 11/25/02

LODI CITY OF

PLEASE REMIT TO:  
CITY OF STOCKTON - FINAR  
FINANCE DIVISION  
425 N EL DORADO ST  
STOCKTON



CUSTOMER NO: 21913  
TERMS: NET 25 DAYS

CITY OF STOCKTON (209) 937-8297

INVOICE NO: 84137  
CUSTOMER TYPE: RC/ 21913  
AMOUNT: \$22,500.00



**CITY OF LODI**  
FIRE DEPARTMENT



**RECRUIT FIREFIGHTER ACADEMY PROPOSAL**

Presented to  
Lodi Fire Chief Michael Pretz

April 19, 2002  
From the Training Division  
Battalion Chief Kevin Donnelly

## The Current Situation

I believe there is enough statistical and empirical information included in this report to support the Lodi Fire Department entering into a joint fire academy with the Stockton Fire Department. This would begin with the next academy that is slated to begin in May. During the past year this department has experienced much change. Included has been the rapid change in the personnel at each classification. One of the places this most evident is the number of new fire recruits that must be processed through our Firefighter Academy. A lot of time must be dedicated to each academy by personnel in the department. The time required to implement and administer a quality program monopolizes training staff activities, and may cause laps in productive training for the remaining suppression personnel.

The best way to optimize recruit academy time is to include as much required instruction as possible. The most efficient way is to reduce duplication of efforts. The Academy is a full time job for the training officer often putting in 10 or more hours of overtime during such events. Several off duty personnel are also utilized to instruct particular areas of expertise or specialized skills. The amount of man hours required to facilitate an academy is time well spent on our new personnel. The academy is the most efficient time to give the necessary and mandated training to employees. Current academy length has been 10 weeks. This is not enough time to deliver all the required material to the new recruits.

## The Problem

Changes in the California State Fire Training curriculum mandates add additional strain on the Training Division. These mandates are intended to assure that all fire department personnel are given the skills and information needed to perform their duties safely and effectively. Additionally these requirements for state certification require some special training facilities or instructors that the Lodi Fire Department does not have at this time. Examples of this would be Confined Space Operations and ICS 200.

Another important consideration for training during an academy is the availability of adequate facilities and equipment. The department does not have a dedicated facility, or fire apparatus with which to train. Through creative scheduling and the use of private properties the academy training has continued. Often drills and training are disrupted or must be modified because an apparatus or a particular building is not available. For live fire training, finding, preparing, and utilizing donated structures has become difficult. Last academy, the two property owners were reluctant to allow their buildings to be burned during a time frame that would meet the needs of that academy. This in turn led to no structures to burn in Lodi,

and left no other options than to pay for live fire training time at a college facility in Modesto. It is a costly proposition and may lead to upwards of \$100.00 in fees for a full day usage. It must however be consider a cost to be incurred during all future academies.

### A Solution

I therefore propose that the Lodi Fire Department enter into a joint training agreement with the Stockton Fire Department for the training of new recruits in a Firefighter I Academy. This offers a solution to several of the identified shortcomings of holding our own stand alone academy. It also offers opportunities that have not yet discussed. First this is the most effective and efficient use of dollars spent per recruit. Secondly there would be additional resources to be utilized during the recruit academy. The recruits would receive required California State Firefighter I curriculum including new mandates and some Firefighter II course work. Each recruit would receive the required California State Firefighter I curriculum including new mandates and some Firefighter II course work. This proposal could also offers the unique opportunity to build a link with the Stockton Fire Department for future training academies, special operations, and company level training. Additionally, if this program is adopted it could assist with the personnel goals of the department by opening up opportunities to currently excluded groups.

The most effective use of the way to train is an emersion program. The most efficient is to include all of the necessary components in the academy when the recruit is assigned full time to training. This means giving the course work and manipulative skills training that require a lot of coaching and close supervision to assure safe and correct application of required skills. These skills need to be practiced on a daily basis until they become second nature. Scheduling of instruction that needs to be given to all recruits is best during this time period to avoid shift scheduling considerations and overtime costs. The comparative costs of the joint academy offer a savings of \$3000 per candidate over that of having an exclusive Lodi academy. This also assures that the training given to each recruit is consistent and timely. Together the plan presents a full emersion into entry level firefighting training and does so before the costly alternative of scheduling once on shift.

The additional resources that can be afforded by teaming with a larger department like Stockton help to assure the quality of the training program. The academies held independently by the Lodi Fire Department over the past ten years have been of a very high quality. But, as the needs to provide for more required training continue to grow, so does the demand for training facilities and apparatus with which to train. During the last academy the only live fire training that was available for training was to

rent a facility. This cost was almost \$800.00 for the four hour rental. Future academies should be allotted at least a full day of fire training. This would mean an approximate \$1500.00 cost for that one day of training alone. Stockton has indicated that they have at least a half dozen building available to burn. They currently have a flash over trailer on site that is utilized during academies. They are also in the process of building a new training facility that will incorporate live fire training as well as other training needs, such as forcible entry, search and rescue, laddering, and more. Sites within Lodi city would also be identified and utilized during the academy by all recruits. They would be chosen on the basis of which offers the best opportunities for training.

Recent changes in the California State Fire Training Curriculum require additional costs for recruit training. In order to meet the new state requirements all firefighters will have to complete this new curriculum. These requirements mean that in addition to student materials, new instructor materials will have to be purchased. In addition there are requirements for ICS and Confined Space Awareness. These are two examples of training that we were not able to facilitate for the last academy and must not arrange for while they are on shift. Recruits will still be required to complete self study guidelines to complete the state training requirements, and they will be required to show maintenance of skills taught during the academy throughout their first year. Attending this joint academy the recruits would receive both of these as well as the required California State Firefighter I curriculum including new mandates and some Firefighter II course work.

### Possible Future Benefits

There are certain intangibles that should also be considered as timely opportunities. As the department grows every effort is being made by the city and department to address the need to attract and retain individuals from currently under represented groups. The participation in this joint academy removes the need to require Firefighter I coursework completion prior to applying for employment. The Stockton Fire Department does not have such a requirement opting instead to present all the required material in during the recruit academy and first year. By adopting this program the city and the department could expect a greater number of applicants with a wider range of diversity.

Joint training leads to better understanding and a better working relationship. Lodi Fire Department and Stockton Fire Department have shared a good working relationship through participation in joint county wide training and teams such as the Joint County Hazardous Materials Response Team. This relationship has become even closer over the past year after the entering into the fire dispatch agreement. By joining resources for the purpose of training recruits we can expect that over the next several years additional

training between the departments would create a more seamless delivery of emergency services, particularly in the event of a major disaster like the floods that affected the south county a few years ago.

## SUMMARY

The current growth of the department offers a unique opportunity at this time. This is an effort to bring the best available training to this department, in a manner that will positively effect the development of all individuals within the department for the years to come. By opening the doors to a joint training opportunity with Stockton Fire Department, the Lodi Fire Department makes strides to improve the training for all Fire Department employees. The continual shortage of facilities and equipment needs during an academy may be met. Staffing costs are reduced while assuring that new employees get the required training in a cost effective manner. This proposal also makes it possible to hire from a greater pool of candidates increasing the opportunities for broaden the composition of the department.



**LODI ACADEMY**

TO Salary	14	40	X	\$36.37	\$20,369.83
TO OT	14	20	X	\$54.56	\$15,277.37
Confined Space		5	X	\$250.00	\$1,250.00
ICS Instructor		16	X	\$65.00	\$1,040.00
HZMT Instructor		40	X	\$35.38	\$1,415.30
Academy Instruct	24	9	X	\$35.38	\$7,642.60
Books		5	X	\$90.00	\$450.00
Class Materials		5	X	60.00	300.00
Course Certificatic	3	5	X	\$15.00	\$225.00
Live Fire Training		2	X	\$780.00	\$1,560.00
Materials		1	X	\$250.00	\$250.00
Repairs		1	X	\$250.00	\$250.00
Administration			X		\$0.00
Tools		1	X	\$250.00	\$250.00
Fuel*		100	X	\$2.00	\$200.00
Other		1	X	\$1,000.00	\$1,000.00
JAC Reimbursment					\$51,480.09
				Total Cost	\$7,700.00
				# of Candidates	\$45,980.09
				Cost per Candidate	5
					\$9,196.02

JAC Academy	5	2000	X	2.75	5,500.00
JAC Additional	5	800	X	2.75	2,200.00
					7,700.00

**STOCKTON JOINT ACADEMY**

Recruit Fees	5	5	X	4,000.00	20,000.00
DI OT	9	44	X	\$22.81	9,031.85
Back Fill	9	24	X	35.38	7,642.60
TO	5	14	X	36.37	2,546.23
JAC Reimbursements					39,220.67
					7,700.00
				Total Cost	31,520.67
				# of Candidates	5
				Cost Per Candidate	6,304.13

TO = Training Officer  
DI = Drill Instructor  
OT = Overtime pay  
JAC = Joint Apprenticeship Committee  
ICS = Incident Command System  
HZMT = Hazardous Materials